

2015 World Standards Week
ANSI Legal Issues Forum: Top Legal Traps Your Non-Profit Organization Needs to Avoid
Speaker Biographies

<p>S. Joe Bhatia <i>Opening and Closing Remarks</i></p>	<p>Joe Bhatia is the president and CEO of the American National Standards Institute (ANSI). Prior to joining ANSI, he held the position of executive vice president and chief operating officer of the international group at Underwriters Laboratories Inc. (UL), where he worked for 35 years.</p> <p>Mr. Bhatia currently serves as president of the Pan American Standards Commission (COPANT). He also serves as vice chairman of the Industry Trade Advisory Committee on Standards and Technical Trade Barriers (ITAC 16), a joint program of the U.S. Department of Commerce (DOC) and Office of the U.S. Trade Representative (USTR). A member of the International Organization for Standardization (ISO) Council and its Standing Committee on Strategies, Mr. Bhatia also holds a seat on the Oakton Community College Education Foundation Board and recently retired as a member of the National Fire Protection Association (NFPA) Board of Directors.</p>
<p>Christian Dubay <i>Moderator</i></p>	<p>Christian Dubay is vice president, chief engineer, and chief technical spokesperson for the National Fire Protection Association (NFPA). In this role, he oversees codes and standards operations for fire protection systems engineering, electrical engineering, industrial and chemical engineering, public fire protection, and building fire protection and life safety, as well as NFPA’s codes and standards administration, which oversees the elements that make up the national fire codes.</p> <p>Mr. Dubay is a graduate of the University of Maryland, where he received a BS in fire protection engineering. He is a registered Professional Engineer in Connecticut and Massachusetts and is a member of the Society of Fire Protection Engineers.</p>
<p>Anne Gerson <i>Panelist</i></p>	<p>Anne K. Gerson is an associate with Carter Ledyard & Milburn LLP. Ms. Gerson represents and counsels tax-exempt organizations on a variety of matters, with a particular focus on federal tax issues and issues specific to arts-related organizations. Her knowledge includes formation of new nonprofits; corporate governance and fiduciary issues; and establishment and preservation of tax-exempt status. Ms. Gerson frequently provides guidance on complex tax issues and financial transactions between tax-exempt and taxable participants. She also conducts investigations involving misappropriation of funds and represents clients in Internal Revenue Service audits.</p> <p>Previously, Ms. Gerson worked with the Mann Legal Group, LLC; Adler & Colvin, a Law Corporation; Simpson Thacher & Bartlett, LLP; and the Office of Tax Policy at the U.S. Department of the Treasury. Ms. Gerson is a member of the American Bar Association and the Association of the Bar of the City of New York.</p>
<p>Eileen Lach <i>Moderator</i></p>	<p>Eileen Lach joined the Institute of Electrical and Electronics Engineers (IEEE) in 2011 as its general counsel and chief compliance officer. She is experienced in a wide variety of legal issues, law department creation and organization, strategic planning, risk assessment, emergency preparedness, succession planning, and corporate responsibility in complex, domestic and international corporate environments. Her background includes expertise in global acquisition and divestitures, market negotiation, corporate governance and integrity, and arbitration.</p>

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	<p>Prior to joining IEEE, Ms. Lach served Wyeth/Pfizer from 1989 to 2009 where she served as vice president, corporate secretary and associate general counsel; and, associate general counsel for international. She was a partner with the NYC law firm, Drinker, Biddle and Reath, and was a corporate associate attorney with its predecessor organization Wender Murase and White. She is admitted to practice law in New York and Pennsylvania. She holds court admissions to the United States Supreme Court and the Southern and Eastern Districts of New York.</p>
<p>Pamela Mann <i>Panelist</i></p>	<p>Pamela A. Mann is a partner in the firm of Carter Ledyard & Milburn LLP and the chair of its Tax-Exempt Organizations practice group. She is counsel to numerous public charities and private foundations and advises its clients in a wide range of governance, regulatory, tax, and general corporate matters. From 1985 to 1995, Ms. Mann was chief of the Charities Bureau in the New York Attorney General’s office, directing scores of important cases and initiatives and influencing the adoption of significant legislative changes affecting tax exempt organizations. Her diverse background includes clinical teaching at Rutgers University School of Law’s Constitutional Litigation Clinic and the litigation of employment discrimination and other employment related matters at the National Employment Law Project. She has written many articles for professional and lay publications and is a frequent lecturer on non-profit issues.</p> <p>Ms. Mann has been recognized in New York Magazine’s <i>Best Lawyers in New York</i> and in <i>Super-Lawyers Magazine</i>. She served as chair of the committee on nonprofit organizations of the Association of the Bar of the City of New York from 1998-2001, and has served as president and vice-president of the National Association of State Charities Officials. She is a member of the American Law Institute, the American Bar Fellows, and serves on the government relations committee of the Nonprofit Coordinating Committee of New York and on the exempt organizations committee of the American Bar Association.</p>
<p>Eileen Morgan Johnson <i>Panelist</i></p>	<p>Eileen Johnson is a partner with the law firm of Whiteford, Taylor & Preston L.L.P., and co-chair of the firm’s Nonprofit Organizations and Associations practice. She has over 25 years of experience in advising nonprofit organizations and associations on a wide variety of legal issues including tax advice, charitable solicitation and fundraising, membership programs, and employment issues. Ms. Johnson’s work focuses on tax, governance, transactions, employment, and intellectual property, as well as corporate governance issues applicable to nonprofits including governance policies requested by the Internal Revenue Service (IRS), amendments to articles and bylaws, Sarbanes-Oxley compliance, watchdog compliance, restructuring, amending bylaws, mergers and consolidations, and best practices. Her expertise also covers board issues, such as board size, committee structure, recruitment, orientation, elections, training, self-evaluations, and credentialing.</p> <p>Ms. Johnson is past chair of the American Society of Association Executives (ASAE) Legal Section Council and a past member of the ASAE Consultants Section Council. Ms. Johnson is a member of the Virginia, California, District of Columbia, and Maryland bars.</p>

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<p>Marcus Owens <i>Panelist</i></p>	<p>Marcus Owens, partner at Loeb & Loeb LLP, represents a broad range of nonprofit organizations such as private foundations, charities, lobbying/political organizations, and trade associations. His practice covers tax planning, formation and application for exemption through the Internal Revenue Service (IRS), and state attorney general investigations including complex audits by IRS Exempt Organizations Financial Investigative Units. Mr. Owens' focus includes executive compensation, excess benefit and self-dealing excise taxes, as well as the impact of digital and social media on tax exempt organizations. Mr. Owens is also a frequent lecturer, writer and commenter on the complex laws affecting exempt organizations.</p> <p>Prior to entering private practice, Mr. Owens was employed by the Exempt Organizations Division of the Internal Revenue Service and served as the division's director for ten years. In that capacity, he was the chief decision maker regarding design and implementation of federal tax rulings and enforcement programs for exempt organizations, political organizations, and tax-exempt bonds. He also served as the IRS's primary liaison with other federal agencies, Congress, and state regulators on exempt organizations issues.</p>
<p>Claire Ramspeck <i>Moderator</i></p>	<p>Claire Ramspeck is the director of technology for the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE). In that capacity, she is responsible for all technical activities within ASHRAE, including standards, technical committees, and special projects. Prior to joining ASHRAE, Ms. Ramspeck worked as a design engineer for Bechtel.</p> <p>Ms. Ramspeck is currently a member of the ANSI Board of Directors and previously served as a member and chair of the ANSI Board of Standards Review and as a member of the Board Guidelines Drafting Committee.</p>
<p>Suzanne Ross McDowell <i>Panelist</i></p>	<p>Suzanne Ross McDowell, partner with Steptoe & Johnson LLP and co-chair of their Exempt Organizations practice, focuses her work exclusively on tax-exempt organization matters, with a particular emphasis on tax and corporate governance. In her tax practice, Ms. McDowell assists clients with tax planning and represents clients before the Internal Revenue Service (IRS), courts, Congress, and the Department of Treasury. Her practice covers the full spectrum of issues affecting exempt organizations including complex organizational structures using taxable subsidiaries, limited liability companies, joint ventures, and other affiliated entities; unrelated business income tax; charitable giving and related recordkeeping, corporate sponsorships, lobbying and political activities; executive compensation; and private foundation rules. In her corporate governance practice, Ms. McDowell advises nonprofit corporations on a broad array of governance matters including board and committee structures, fiduciary duties, conflicts of interest, potential director liabilities, and protection from liability.</p> <p>Ms. McDowell previously served at the U.S. Department of Treasury where she was responsible for all legislative and regulatory issues affecting exempt organizations; and worked as senior vice president and deputy general counsel for the National Geographic Society where she developed cost-effective practical solutions for a wide variety of complex legal and business issues.</p>

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<p>Clark Silcox <i>Moderator</i></p>	<p>Clark Silcox is secretary and general counsel for the National Electrical Manufacturers Association (NEMA), a position he has held since 1998. He has overall legal responsibility for NEMA’s legal compliance program as well as internal compliance with NEMA policies and procedures, including compliance with NEMA’s Standardization Policies and Procedures. He also promotes industry and consumer awareness about counterfeit electrical products and law enforcement in protection of intellectual property rights.</p> <p>From 1992-2002, he was a member of the management committee of the Capital Goods Standards Coalition, a coalition of equipment manufacturers and trade groups representing equipment manufacturers following the development of the International Organization for Standardization (ISO) and European Union (EU) standards relating to the safety of machinery, and participated on the U.S. technical advisory group (TAG) reviewing the ISO machinery safety standards. Mr. Silcox has spoken before a number of organizations on the issue of standard development organization tort liability. He currently chairs the Appeals Board of the American National Standards Institute (ANSI) and also serves as a member of ANSI’s Intellectual Property Rights Policy Committee. Mr. Silcox is a member of the Virginia State Bar, the District of Columbia Bar, and the State Bar of California.</p>
<p>Ronald W. Taylor <i>Panelist</i></p>	<p>Ron Taylor is a partner with the law firm Venable LLP where he heads their Labor and Employment Practice Group. He advises and defends employers nationwide on occupational safety and health issues and on a wide variety of labor and employment law matters including wage and hour, privacy, non-compete, collective bargaining, employment discrimination, disability, and wrongful discharge. His clients include a broad array of private, public, and non-profit businesses of all sizes located throughout the United States.</p> <p>With nearly 30 years of experience, Mr. Taylor is recognized as an expert in Maryland labor and employment law, and noted for his extensive experience in occupational safety and health law. Of note, Mr. Taylor handled the first Maryland case to establish the proposition that a disclaimer in an employee manual can prevent it from becoming a contract. He has also successfully and efficiently defended hundreds of enforcement actions by the federal Occupational Safety and Health Administration (OSHA) and state plan agencies in over forty states, the District of Columbia, the U.S. Virgin Islands and Puerto Rico.</p>